

Meeting the Demand for Nursing Personnel in North Carolina Hospitals

North Carolina Center for Nursing
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This report presents findings from the Nursing Employer Survey conducted by the North Carolina Center for Nursing during the summer of the year 2000. It is a continuation of the analyses begun in the report titled Nursing Shortage Areas in North Carolina Hospitals published in February, 2001. Study sample and methods information are reported in that earlier segment. This segment focuses on how the demand for different types of nursing personnel is changing in North Carolina hospitals; how the structure of hospital work is changing; a review of turnover statistics; an examination of the various types of retention and recruitment efforts being used by hospitals; a review of the types of benefits offered by hospitals throughout the state; and the types of skills that hospitals want nurses to bring into the organization.

Changes in the Demand for RNs, LPNs and Nurse Aides:

Hospitals were asked to report how the total number of budgeted positions had changed in the year prior to the survey (Summer, 1999 to Summer, 2000) for different types of nursing personnel. The information, presented in Table 1, shows that almost half of the state's hospitals increased positions for RNs and less than 10% decreased RN positions during that period. This pattern demonstrates the continuing growth in demand for registered nurses. A similar pattern is seen for unlicensed assistive personnel (UAP) positions (e.g. nurse aides) but on a smaller scale. Proportionately, slightly more hospitals increased LPN positions than decreased them, but the overall effect on the total number of positions for LPNs was probably relatively small.

**Table 1. Changes in Budgeted Nursing Positions in NC Hospitals:
Summer 1999 to Summer 2000**

<i>Percentage of Hospitals that ...</i>					
	Increased Positions	had no change	Decreased Positions	Not Applicable	Missing Data
Position Types	N and %	N and %	N and %	N	N
RNs – Full Time	47	44	9	0	0
RNs – Part Time	43	48	5	4	0
LPNs – Full Time	22	56	16	4	2
LPNs – Part Time	16	57	11	14	2
UAPs – Full Time	34	59	6	0	1
UAPs – Part Time	25	60	4	9	2

Note: The total number of hospitals included in this analysis is 100. Therefore, the total n and the percentages reported are the same number.